

**WICSC-NSERC Workshop**  
**NSERC Equity, Diversity, and Inclusion (EDI) Session**  
**CSBBCS 2021, Montreal QC**

Some points of advice on writing your EDI section:

- Be authentic
  - Present *your* plan – don't pander
  - There are many good plans
- Be feasible
  - Look for and address local opportunities
  - What doors need to be opened where you work?
  - What doors can you realistically open in the next five years?
- Be prospective
  - A retrospective census can provide some evidence that you have been EDI active but the committee needs to read a convincing prospective action plan
  - Don't rest on your laurels
  - How you will do better and improve on your EDI record
- Be concrete and be active
  - Present a concrete plan on how you will advance and implement EDI in your lab
  - Try to write sentences that begin, "I will..."
- Minimize rhetorical boilerplate
  - You do not need to write a long rhetorical preamble
  - Spend your words on an articulate, organized, and feasible action plan and let that work convince the committee of your commitment to EDI
- Don't rely on outsourcing
  - EDI workshops are great, but they should be treated as in addition to your own direct plans and efforts
  - The committee needs to hear what you will do to practice and advance EDI in your laboratory
- Getting started...
  - Reflect on your shortcomings and use that analysis to shape your plan
    - What do you wish you had done but didn't in the past five years?
    - What do you wish you had done differently over the past five years?
    - Write a plan to make those wishes come true over the next five years?